

Subject Index

Affirmative Action

Affirmative action in municipal government: Anatomy of a failure (May-Aug 1992), 5.

Career Development

Career advancement and behavioral style among Alabama's public managers (Summer 1991), 1.

Private lives and public work: Professional careers in the state civil service (Sept-Dec 1991), 14.

Dress standards in government: A national survey of state administrators (Jan-April 1992), 35.

Civil Service Reform

Merit protection in the Australian public service: A comparative perspective (Fall 1990-Spring 1991), 84.

Compensation

Incentive pay in the public sector: A discriminant analysis of professional employee responses (Fall 1990-Spring 1991), 71.

Merit pay in academia: Historical perspectives and contemporary perceptions (Summer 1991), 50.

Gender-based wage gap: The case of the state budget analyst (Sept-Dec 1991), 33.

Human Resource Management

The future is nearly now: Managing personnel in the 21st century (Fall 1990-Spring 1991), 131.

Job Satisfaction

Pay and job satisfaction in the federal civil service (Summer 1991), 17.

Participative Management

Participative decision making and union management cooperative efforts: Attitudes of managers, union officials and employees (Fall 1990-Spring 1991), 38.

Perceived environmental uncertainty and participation in decision making in the prediction of perceptions of fairness of personnel decisions (May-Aug 1992), 49.

Performance Appraisal

Linkages between performance appraisal system effectiveness and rater and ratee acceptance: Evidence from a survey of municipal personnel administrators (May-Aug 1992), 19.

Performance appraisal in North Carolina municipalities (Summer 1991), 32.

Supervisor and nonsupervisor agreement and dissonance regarding performance appraisal (Fall 1990-Spring 1991), 121.

Personnel Law

Affirmative action and judicial standards of review: A search for the elusive consensus (Sept-Dec 1991), 47.

Constitutionalizing merit? Implications of Elrod, Branti, and Rutan (Jan-April 1992), 26.

Personnel Management

Coping with rumors and grapevines: Tactics for public personnel management (May-Aug 1992), 42.

Planning

When managers don't plan: Consequences of nonstrategic public personnel management (Jan-April 1992), 52.

Program Evaluation

Multiple constituencies activities and standards: A framework for evaluating the effectiveness of public personnel departments (Fall 1990-Spring 1991), 55.

Difficulties, assumptions, and choices in evaluating employee assistance programs (Sept-Dec 1991), 70.

Public Employees

Public versus private employees: Debunking stereotypes (Fall 1990-Spring 1991), 1.

Public sector grievances: The case of North Dakota (Sept-Dec 1991), 5.

Public Personnel Research

The state of public personnel research (Fall 1990-Spring 1991), 97.

Public Policy

State regulation of employee drug testing laboratories (Summer 1991), 66.

Recruiting

Recruitment strategies in the federal government: Missing links and representative bureaucracy (Fall 1990-Spring 1991), 112.

Representative Bureaucracy

Hispanics in the senior executive service: Continuity and change in the decade 1980-1990 (Jan-April 1992), 5.

Workplace

The response to AIDS in the workplace among public, private, and nonprofit employers (Fall 1990-Spring 1991), 28.

Author Index

Baldwin, J. Norman

Public versus private employees: Debunking stereotypes (Fall 1990-Spring 1991), 1.

Ballard, Steve and Gayle Lawn-Day

Affirmative action in municipal government: Anatomy of a failure (May-Aug 1992), 5.

Bowman, James S.

Dress standards in government: A national survey of state administrators (Jan-April 1992), 35.

Carnevale, David G.

Recruitment strategies in the federal government: Missing links and representative bureaucracy (Fall 1990-Spring 1991), 112.

Cozzetto, Don

Public sector grievances: The case of North Dakota (Sept-Dec 1991), 5.

Daley, Dennis

Performance appraisal in North Carolina municipalities (Summer 1991), 32.

Daniel, Christopher

Constitutionalizing merit? Practical implications of Elrod, Branti and Rutan (Jan-April 1992), 26.

Garnett, James L.

Coping with rumors and grapevines: Tactics for public personnel management (May-Aug 1992), 42.

Guy, Mary E. and Lois L. Duke

Career advancement and behavioral style among Alabama's public managers (Summer 1991), 1.

Houston, David J. and Sybil M. Delevan

The state of public personnel research (Fall 1990-Spring 1991), 97.

Johnson, Cathy and Georgia Duerst-Lahti

Private lives and public work: Professional careers in the state civil service (Sept-Dec 1991), 14.

Lee, Robert D., Jr.

Merit protection in the Australian public service: A comparative perspective (Fall 1990-Spring 1991), 84.

Lee, Yong S.

Affirmative action and judicial standards of review: A search for the elusive consensus (Sept-Dec 1991), 47.

Lewis, Gregory

Pay and job satisfaction in the federal civil service (Summer 1991), 17.

Mani, Bonnie G.

Difficulties, assumptions, and choices in evaluating employee assistance programs (Sept-Dec 1991), 70.

Mitchell, Jerry

The response to AIDS in the workplace among public, private, and nonprofit employers (Fall 1990-Spring 1991), 28.

Nice, David C.

State regulation of employee drug testing laboratories (Summer 1991), 66.

Ospina, Sonia

When managers don't plan: Consequences of nonstrategic public personnel management (Jan-April 1992), 52.

Roberts, Gary E.

Linkages between performance appraisal system effectiveness and rater and ratee acceptance (May-Aug 1992), 19.

Robson, Ross E. and Dalmás H. Nelson

Supervisor and nonsupervisor agreement and dissonance regarding performance appraisal (Fall 1990-Spring 1991), 121.

Schwarz, Roger M.

Participative decision making and union management cooperative efforts: Attitudes of managers, union officials and employees (Fall 1990-Spring 1991), 38.

Sisneros, Antonio

Hispanics in the senior executive service: Continuity and change in the decade 1980-1990 (Jan-April 1992), 5.

Straus, Stephen K.

Multiple constituencies activities and standards: A framework for evaluating the effectiveness of public personnel departments (Fall 1990-Spring 1991), 55.

Swiercz, Paul M. and Marjorie Icenogle

Incentive pay in the public sector: A discriminant analysis of professional employee responses (Fall 1990-Spring 1991), 71.

Taylor, Ruth L., Garland G. Hunnicutt and Michael Keeffe

Merit pay in academia: Historical perspectives and contemporary perceptions (Summer 1991), 50.

Teasley, C. E., III and Lee Williams

The future is nearly now: Managing personnel in the 21st century (Fall 1990-Spring 1991), 131.

Willoughby, Katherine

Gender-based wage gap: The case of the state budget analyst (Sept-Dec 1991), 33.

Witt, L. Alan and Jennifer G. Myers

Perceived environmental uncertainty and participation in decision making in the prediction of perceptions of fairness of personnel decisions (May-Aug 1992),

